



## About MENTOR and our Network of Affiliates

*Potential is equally distributed; opportunity is not. A major driver of healthy development and opportunity is who you know and who's in your corner.* More than 30 years ago, MENTOR was created to expand opportunity for young people by building a youth mentoring field and movement, serving as the expert and go-to resource on quality mentoring. This has led to a 10x increase in young people in structured mentoring relationships, from hundreds of thousands to millions. Today, we activate a movement across sectors that is diverse and broad and seeps into every aspect of daily life. We are connecting opportunity for young people everywhere they are, from schools to workplaces and beyond.

MENTOR has partners across sectors including the NBA, LinkedIn, Starbucks, Nike, MBK Alliance and a range of other media, government and corporate entities. In the mentoring world, MENTOR and our Affiliates serve thousands of local programs and have dozens of national partners including Big Brothers Big Sisters of America, National 4-H Council, Boys & Girls Clubs of America, YMCA of the USA, National Disability Mentoring Coalition, Girls Inc. and others.

### MENTOR's Work

**National Mentoring Resource Center (NMRC):** The [NMRC](#) serves as a comprehensive and reliable resource for mentoring programs, offering *free* training and technical assistance to any mentoring program, mentoring tools, resources, reviews of mentoring research and best practices.

**Mentoring Amplifies:** This [campaign](#), launched in partnership with [ASA](#), focuses on the fact that mentoring amplifies change one relationship at a time. It starts with someone committing to one act of support, which motivates someone else to advocate for progress. And then it builds, from one connection to the next. That's the power of mentoring — both the mentor and mentee grow together, seeing the world through each other's eyes. #MentoringAmplifies

**Connect | Focus | Grow:** This program for employers encourages symbiotic workplace relationships between supervisors and youth professionals, interns and students exploring career opportunities. The training helps supervisors incorporate mentoring into their management style and illustrates how young people can build and leverage relationships to create sustainable career pathways.

**Elements of Effective Practice for Mentoring:** MENTOR's [free standards book](#) supports new and existing youth mentoring orgs with the tools, resources and evidence-based practices necessary to establish a quality program. Recent [supplements](#) to the *Elements* help programs with culturally competent practices, e-mentoring, STEM mentoring, workplace mentoring and more.

**Legislative priorities:** MENTOR advocates for a number of bills and issues supporting the critical work of mentors and youth advocates, including public investment in quality mentoring for youth facing the greatest risks, increasing access to mentoring opportunities for vulnerable youth, improving background screening options for programs and much more.

## THE MENTORING EFFECT

**One in three young people are growing up without a mentor.**

This is the mentoring gap in America.



1 in 3

This means that one-third of our nation's young people are growing up without a mentor to offer real life guidance. For young people who face a variety of risk factors that could lead them to become disconnected from school and work, the mentoring effect is linked to significant positive outcomes.

### WITH A MENTOR, YOUTH FACING RISKS ARE:



52%

less likely than their peers to skip a day of school



55%

more likely to be enrolled in college



46%

less likely than their peers to start using drugs



81%

more likely to report participating regularly in sports or extracurricular activities



78%

more likely to volunteer regularly in their communities



130%

more than twice as likely to say that they held a leadership position in a club or sports team



90%

respondents who had a mentor said they are now interested in becoming mentors



**MENTOR**

mentoring.org

## Critical Issues and the Role of Mentoring

The mentoring effect can be a powerful factor in reducing the number of youth disconnected from school and work, in increasing social and economic mobility and in creating a more productive and prosperous nation. A conservative study of mentoring estimates a return of at least 3 dollars to every 1 dollar invested.

**Chronic absenteeism:** 8 million students in every state and every grade level missed 10% (nearly a month) of school in 2017-18. Students with the most absences in 2017-18 were the same students hardest hit by the pandemic in 2020 ([Attendance Works](#)). Not only does this affect literacy rates and a student's ability to learn, it greatly increases the rates of students dropping out of high school. *Students with mentors are 52% less likely to skip school and 37% less likely to skip class.*

**Youth with Disabilities:** The drop-out rate of young people with disabilities is roughly double the rate of their peers. Youth with disabilities often lack access to educational resources, support and employment training and opportunities. *Quality mentors help improve social capital, independent living skills, motivation, self-esteem, improved performance in school and increase the likelihood of college aspiration and attainment.*

**Foster Youth:** Foster youth disproportionately face myriad challenges, including disruptions in education and a lack of stable and permanent housing that can make it difficult to maintain strong relationships. *Studies prove that mentoring services for foster youth are effective interventions that can have a positive impact on a wide range of protective factors including improved mental health, educational functioning and attainment, peer*

*relationships, placement outcomes, and life satisfaction, in addition to a reduction of risky behaviors that may lead to involvement in the criminal justice system.*

**Community Violence Intervention:** Violence negatively affects a young person whether they are a victim, witness or offender. *Mentoring can help young people who have been victims of violence heal and can help youth who have engaged or are at-risk of being offenders of violence by providing them with role models who can support positive behavior and outcomes.*

**Young People of Color:** Young people of color are at a disproportionate risk of being involved in the juvenile justice system, the child welfare system and dropping out of high school. They face discrimination and barriers in education, employment opportunities and access to social and economic capital. *Effective mentoring of young people of color helps build positive racial and ethnic identity, increases social capital, reduces risky behavior and demonstrates improved academic performance, mental health and social-emotional well-being.*

**Children of Incarcerated Parents:** Youth with a parent currently or formerly incarcerated experience stress, disruption at home and school, and increased risk of trauma. These young people often struggle with resilience, coping skills and self-esteem. *Mentoring children of*

*incarcerated parents contributes to observable improvements in their behavior and engagement in and out of school, relationships and emotional well-being.*

**First Generation College Students:** First generation college students are twice as likely to drop out before their second year and less likely to be involved in clubs and student associations. 41% of black students and 61% of Hispanic students are first-generation, compared to about a quarter of their White and Asian American peers. *First generation college students who have a mentor are 10-15% more likely to advance to another year of college.*

**LGBTQ+ Youth:** An estimated 3.2 million youth—approximately 7 percent of all 8- to 18-year-olds in the United States—are LGBTQ+. Although many of these youth have access to positive support systems and families that love and accept them, research shows that more than half experience one or more factors that place them at risk of not developing into healthy adults, including stigma and bias, victimization and bullying, parent and family rejection, homelessness, juvenile justice involvement and depression/risk of suicide. *In-person mentoring relationships can serve an important protective role for LGBTQ+ youth, helping them to confront challenges such as lack of acceptance from peers and parents.*

**What is youth mentoring?** Effective youth mentoring is a relationship between a young person and a mentor who provides relationship-based support. This can occur through formal relationships established and supported by mentoring organizations, non-profits, faith-based institutions, school and other entities, as well as through informal or “natural” relationships that young people form with coaches, teachers and other caring adults in their lives. These relationships can also be structured through one-on-one relationships with an adult or peer or group mentoring. Learn more about what mentoring in the U.S. looks like from [this study](#).